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ST/AI/363/Add.2
8 March 1991

ADMINISTRATIVE INSTRUCTION

To: Members of the staff

From: The Assistant Secretary-General for Human Resources Management

Subject: MOBILITY AND HARDSHIP ALLOWANCE

Addendum

APPLICATION OF THE MOBILITY AND HARDSHIP ALLOWANCE TO INTERNATIONALLY RECRUITED GENERAL SERVICE STAFF*

1. By section VI, paragraph 4, of resolution 45/241 of 21 December 1990, the General Assembly took note of the recommendation made by the International Civil Service Commission (ICSC), in its sixteenth annual report, 1/ to the executive heads regarding the application of the mobility and hardship allowance to internationally recruited General Service staff, with effect from 1 July 1990. The purpose of the present addendum to administrative instruction ST/AI/363 and Corr.1 is to set the terms and conditions of the applicability of the allowance to this category of staff.

2. The terms and conditions for the implementation of the mobility and hardship allowance set out in administrative instruction ST/AI/363 and Corr.1 of 1 August and 17 August 1990, respectively governing the payment of this allowance to staff in the Professional and higher categories are also applicable, with effect from 1 July 1990, to internationally recruited General Service staff members, except for the following provisions.

3. The amount of the mobility and hardship allowance for internationally recruited General Service staff shall be calculated on the basis of the rate payable to staff members in the Professional category at the P-1 to P-3 levels, i.e. the standard rate scaled down by 13 per cent.

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* Personnel Manual index No. 3339.

4. In its sixteenth annual report to the General Assembly, ICSC recommended that, when the amount of the mobility and hardship allowance applicable to internationally recruited General Service staff was lower than the current amount of the non-resident's allowance, an amount equal to the difference between the two allowances should be payable according to administrative arrangements to be determined by the Organization. Pending a broader study of the rationale and conditions of payment of the various elements of remuneration to internationally recruited staff, the following provisional arrangements will apply:

(a) Those staff members who as of 1 July 1990 were in receipt of a non-resident's allowance but did not qualify for the payment of any of the three elements included in the mobility and hardship scheme (i.e. hardship, mobility and non-removal elements) will continue to receive the amount of the non-resident's allowance for as long as they qualify for the payment of that allowance;

(b) In cases where a payment is generated under the mobility and hardship scheme and the amount of the allowance so determined is higher than the non-resident's allowance payable to an internationally recruited staff member, the non-resident's allowance will be considered to be subsumed under the mobility and hardship allowance. If however, the amount of the mobility and hardship allowance is less than the staff member's entitlement to non-resident's allowance, an amount representing the difference between these allowances will be paid as a personal transitional allowance until the amount of the mobility and hardship allowance overtakes the amount of the non-resident's allowance, or when the staff member's entitlement to non-resident's allowance lapses or the staff member is reassigned, whichever comes first.

5. The above arrangements will also apply in the determination of the hardship and mobility allowance applicable to staff members appointed after 1 July 1990. That is, at the time of a new appointment or reassignment, a comparison would be made between the amount of the non-resident's allowance and that of the mobility and hardship allowance applicable at the new duty station. A decision would then be made whether to pay an amount equivalent to the non-resident's allowance, or mobility and hardship allowance (plus a transitional allowance, if any), in accordance with the criteria listed in subparagraphs 4 (a) and (b) above.

6. Rental subsidy payments made to internationally recruited General Service staff under the provisions of administrative instruction ST/AI/314 and Add.1 are not affected by the arrangements outlined in paragraphs 4 and 5 above.

7. The transitional measures for staff in the Professional and higher categories outlined in section X of administrative instruction ST/AI/363 and Corr.1 are not applicable to internationally recruited General Service staff.

8. The list of duty stations where a non-resident's allowance is payable together with the amounts payable on first assignment under the mobility and hardship matrix is shown in annex I to the present instruction. A series of examples illustrating the implementation of the above arrangements is given in annex II.

Notes

1/ Official Records of the General Assembly, Forty-fifth Session, Supplement No. 30 (A/45/30), para. 235 (b).

Annex I

1. The table below shows a list of duty stations where a non-resident's allowance is payable in accordance with the provisions of administrative instruction ST/AI/314 and Add.1. Also shown is the category applicable at each of these duty stations, as of 1 July 1990 and 1 March 1991, under the hardship classification scheme. The mobility and hardship allowances listed below reflect amounts payable on first assignment to staff members who are not entitled to removal of household goods to the duty station (i.e. those entitled to the payment of a non-removal element). For further information on the calculation of the mobility and hardship allowance, please refer to administrative instruction ST/AI/363 and Corr.1.

Duty station	Category (1/7/90)	Category (1/3/91)	Mobility and hardship allowance (in $US per annum) (1/7/90) a/ (D)	(1/7/90) a/ (S)	(1/3/91) b/ (D)	(1/3/91) b/ (S)
Abu Dhabi	A	B	1 835	1 376	5 009	3 757
Accra	C	C	7 339	5 504	7 706	5 780
Addis Ababa	B	B	4 771	3 578	5 009	3 757
Alexandria	A	A	1 835	1 376	1 927	1 445
Baghdad	B	B	4 771	3 578	5 009	3 757
Bamako	C	C	7 339	5 504	7 706	5 780
Beijing	B	B	4 771	3 578	5 009	3 757
Brazzaville	C	C	7 339	5 504	7 706	5 780
Cotonou	B	B	4 771	3 578	5 009	3 757
Dhaka	B	B	4 771	3 578	5 009	3 757
Kabul	E	E	11 009	8 257	11 559	8 670
Kathmandu	B	B	4 771	3 578	5 009	3 757
Kinshasa	C	C	7 339	5 504	7 706	5 780
Lagos	E	D	11 009	8 257	9 633	7 225
Lusaka	C	C	7 339	5 504	7 706	5 780
Manila	A	A	1 835	1 376	1 927	1 445
Maseru	C	C	7 339	5 504	7 706	5 780
Mogadishu	D	D	9 174	6 881	9 633	7 225
Nairobi	A	A	1 835	1 376	1 927	1 445
Ouagadougou	B	C	4 771	3 578	7 706	5 780
Port Moresby	C	C	7 339	5 504	7 706	5 780
Yaounde	B	B	4 771	3 578	5 009	3 757

a/ If there is an entitlement to full removal of household goods, $US 1,835 and $US 1,376 should be deducted for staff paid at the dependency and single rates, respectively.

b/ If there is an entitlement to full removal of household goods, $US 1,927 and $US 1,445 should be deducted for staff paid at the dependency and single rates, respectively.

D = Amount applicable to a staff member paid at the dependency rate.
S = Amount applicable to a staff member paid at the single rate.

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2. At headquarters duty stations, in accordance with administrative instruction ST/AI/314 and Add.1, a non-resident's allowance is payable only to staff members who were in receipt of this allowance prior to 1 September 1983 and who opted to continue to receive such allowance under the provisions applicable prior to this date. The non-removal element of the mobility and hardship allowance applicable at headquarters duty stations is as follows: effective 1 July 1990, $1,101 and $826, for staff paid at the dependency and single rates, respectively; and effective 1 March 1991, $1,156 and $867, for staff paid at the dependency and single rates, respectively.

Annex II

The following examples illustrate the calculation of the mobility and hardship allowance applicable to internationally recruited General Service staff in accordance with the provisional arrangements outlined in paragraphs 4 and 5 of the present addendum. The amounts of the mobility and hardship allowance shown below are inclusive of a non-removal element.

Example 1

Staff member serving on first assignment on 1 July 1990 at a duty station in category B where the non-resident's allowance (NRA) is payable.

Mobility/hardship allowance (D)	$4,771 per annum
NRA (D)	$3,000 per annum

The mobility and hardship allowance is $1,771 higher than NRA, therefore no personal transitional allowance is payable.

Example 2

Staff member serving on first assignment on 1 July 1990 at a duty station in category A where an NRA is payable.

Mobility/hardship allowance (D)	$1,835 per annum
NRA (D)	$3,000 per annum

The mobility and hardship allowance is $1,165 lower than NRA, therefore, a personal transitional allowance of $1,165 is payable until staff member's entitlement to NRA lapses, or staff member is reassigned, whichever comes sooner.

Example 3

Staff member appointed on 1 July 1990 to serve at a duty station in category C where an NRA is payable.

Mobility/hardship allowance (S)	$5,504 per annum
NRA (S)	$2,400 per annum

The amount of the mobility and hardship allowance exceeds that of NRA. Therefore, the payment of a transitional allowance is not warranted.

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Example 4

Staff member appointed on 1 March 1991 to serve at a headquarters duty station (category H) where an NRA is not payable.

Mobility/hardship allowance (D)	$1,156 per annum
NRA (D)	N/A

Mobility and hardship allowance of $1,156 would be payable provided the staff member is not entitled to full removal of household goods to the duty station.